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Outlook

The University of Maryland Faculty and Staff Weekly Newspaper
Volume 12 Number 13 • December 2, 1997

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"Students are turning down schools like Princeton and Virginia to go to College Park," lauds a major feature article about the University of Maryland in the December issue of Washingtonian Magazine.

Washingtonian Magazine Article Documents the University's Growing Stature

"SAT scores are up, honors programs are booming, kids are turning down schools like Princeton and Virginia to go to College Park. The Terps are moving up, and we're not just talking basketball."

That almost embarrassingly effusive quote comes not from an over-zealous Maryland administrator or an over-the-edge university PR office, but rather is the opening of a major Washingtonian magazine feature story on the dramatic growth in stature of the University of Maryland in recent years.

The feature, in the December 1997 issue, cites statistics showing that "nearly one-quarter of area valedictorians chose Maryland," and observes

that, among out-of-state students, "Kids from states such as Virginia and North Carolina pass up their own highly regarded state universities to head to College Park."

Written by Courtney Rubin, assistant editor for the magazine, the feature traces the convoluted and often troubled history of the state's flagship university, noting that in the late 1980s, under the leadership of President William E. Kirwan, Maryland began a dramatic climb in quality and reputation. That climb, Rubin says, recently led to Maryland's being ranked as eighth among 21 institutions identified as "rising

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diversity

Retention in Arts and Humanities: Where Is It Heading, What Has It Achieved?

A 70 percent graduation rate has been set by Pres. William E. Kirwan as a goal for the Fall 1997 freshman class. Compared to the most recent five-year graduation rate of 56.1 percent for the Fall 1991 entering class, attainability of the 70 percent goal is yet uncertain. Why strive for it at all?

In speaking about retention, College of Arts and Humanities Dean James Harris says, "We don't mean retaining students who are academically failing. We are concerned about retaining students who are doing well. We don't want to lower standards, we want to know why those students with good grades go elsewhere."

"Less turnover means more continuity," Harris says.

He reasons that this equates to economic benefits for the university. Stating university-wide fundraising as a major need, Harris says, "If retention works, students are being more successful." Successful students are happy ones, he says, and "maybe they'll support us more (after they graduate)."

Gabriele Strauch, associate dean for undergraduate studies in the College of Arts and Humanities lists a number of reasons for dropout: poor study skills and habits, lack of personal and familial aspirations for education, lack of involvement of the student or family with the university, financial complications, lack of clarity about the mission and role of the university or academic program, off-campus living and employ-

ment, lack of adequate academic support services, an inadequate mentoring support system, lack of advising, and lack of clarity on career choice.

"Students don't have clear, identifiable goals; they don't have the information to be able to map out their lives," says Strauch, noting that the college provides students with information on career opportunities.

One integral part of the university's retention efforts is the required course EDCP108 (Education, Counseling and Personnel Services), aimed at making the transition easier for incoming students. The

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"verbatim"

A selection of recent comments in the media by and about the University of Maryland and its people.

"Big name professors are put in front of freshmen. Pulitzer Prize-winning historian and presidential biographer James MacGregor Burns headed the honors program in the early '90s. Last summer, the College of Behavioral and Social Sciences called every student who left in good academic standing to find out why and if it could help.

"The old mentality was, 'So if they leave, someone else will replace them,'" says dean Irv Goldstein. The new mentality is one once reserved for athletes: Do whatever it takes to make them happy. Find the kid a better advisor. Find her a job. No wonder Maryland students sometimes wonder if they've stumbled into "Mister Rogers' Neighborhood." (*Washingtonian* magazine, Dec. 97, in "Give Me an M!," a feature story on the ascendance of the university in recent years)

"With a couple of exceptions (baritones Richard Potter and Thomas Zielinski), the singers in this production are student members of the [Maryland Opera] Studio, pursuing advanced degrees at the University of Maryland School of Music, but the singing and acting are not merely professional; they are professional at a very high level. Most of the performers in this production are ready to begin notable operatic careers." (*Washington Post* music critic Joseph McLellan, in a Nov. 17 review of the Maryland Opera Company's production of "Tartuffe")

"To increase the enrollment of African Americans, the University of Maryland instituted the Benjamin Banneker Scholarship Program which, in 1995, brought 36 highly qualified African American students to its flagship campus in College Park. But then the program ran up against the Supreme Court, which ruled that it was discriminatory. Some institutions might have said, 'Well, we tried. There's nothing more to be done.' Maryland, however, renewed its efforts to diversify. . .

The university has also done some careful recruiting of faculty. It is now home to a host of African American public policy scholars, including Dr. Linda Williams, Dr. Ron Walters, and Dr. Walter Broadnax. Overall, 25 percent of the faculty, administrators and staff are members of minority groups." (*Black Issues in Higher Education*, Nov. 27, in its "Special Report: Committing to & Achieving Campus Diversity")

"Researchers at the University of Maryland recently patented a process they say extends peach storage life by suspending ethylene development in the fruit. The patented system is 'not really a magical thing,' said Dr. Christopher Walsh, pomologist at UM who is one of three researchers named on the patent. By thinking of peaches as tropical fruit instead of apples, he said they created a mechanism to hold peach ethylene levels very low and ripen it as one would a banana." (*Good Fruit Grower*, Nov. 1)

"... the providers of global capital (banks, investment managers, multinationals) follow the crowd. First they supply too much capital; then they withdraw it too abruptly. 'One implication of globalization is that [investment managers] have a portfolio of many countries,' says economist Guillermo Calvo of the University of Maryland. 'It's hard to know what's going on in any individual country. If you hear a rumor . . . you take your money out.'" (*In a column, "Global Boom and Bust?" by Robert J. Samuelson, Newsweek*, Nov. 10)

"Q: Supposedly you asked Bruce Hornsby to compose a song for you for the 2000 campaign. Would you hum a few bars? A: That's news to me. To compose a song for the 2000 campaign? Bruce Hornsby's a good friend of mine and he has done some appearances for me . . . If there is [a song], it's news to me." (*From a Nov. 2 Los Angeles Times interview with James MacGregor Burns Academy of Leadership visiting professor Bill Bradley, titled "Bill Bradley — Running Fast and Hard from the U.S. Senate to . . .?"*)

Personnel Services Reorganizes in Key Areas

Recently, the Personnel Services Department has been deeply involved in change initiatives which will allow the department to deliver the highest quality customer service to the campus community. "It is essential that the department be positioned to effectively respond to Business Process Redesign (BPR) efforts, the human resource implications of the strategic plan, and requirements from other campus groups, such as the President's Coordinating Group of Quality of Worklife (QWL)," says Dale Anderson, director of personnel.

In response to these forces, Anderson says he has reorganized the Personnel Services Department in several key areas.

• Creation of an Organization Development and Training Function

The implementation of PRD triggered a demand for a high quality, comprehensive training program, further PRD program improvements and a variety of formal organizational development consultative services. In addition, the Cabinet, and the QWL group have made wide-ranging suggestions for further improvement of personnel's training and development program.

In response to these issues,

Anderson has created a new Organizational Development and Training function and has appointed Marvin Pyles as assistant director of this area. The section's responsibilities will include PRD oversight, enhancement and training; design and development of the campus' training program; and consultation and delivery of formal organizational development services.

• Establishment of a Policy Administration and Dispute Resolution Function

Over the past several years, there has been an increase in the demand for proactive conflict resolution services for employees, supervisors and administrators. The development and implementation of the pay program also will require extensive human resource policy development. As a result, a clear focus and leadership in these areas is essential, says Anderson.

The growth of the issues related to both policy administration and dispute resolution has led Anderson to restructure the employee relations function. Rytche Lambert's new title is assistant director for policy administration and dispute resolution. The responsibilities of the unit include policy development, application and administration; implementation of pro-

grams to address quality of worklife issues; staff conflict resolution; consultation with units to resolve employee relations issues; and management of all aspects of the employee grievance process.

• Creation of an Associate Director Position

The evolution of the department further requires that it better focus on its customers' service needs and, as such, it is imperative that the department stay actively engaged with the campus to ensure the delivery of high-quality, high-value personnel services. In response to this campus need, Anderson has created an associate director position, and has appointed Carolyn Trimble to this position. She will continue to be deeply involved in the department's BPR efforts, and will be an important resource for the campus as the Personnel Services Department continues to redefine and enhance its business processes and service delivery.

• Hiring of an Assistant Director for Employment and Compensation

Karen McDonald has been hired as assistant director for employment and compensation. Most recently she was employed at Georgetown University as a compensation manager and has a broad background in both employment and compensation. In addition to an MBA, she possesses the American Compensation Association's Certified Compensation Professional certification.

Anderson says he believes that the effect of all these changes will provide "a more comprehensive, customer-centered delivery of services to the campus community."

A LEAP of Distinction

The Maryland Association for Higher Education (MAHE) recently presented the University of Maryland's Language-Learning Early Advantage Program (LEAP) with its 1997 MAHE Distinguished Program Award in the open category. LEAP was one of two programs to receive the award.

MAHE sponsors an annual competition to recognize outstanding programs in higher education in the state of Maryland. These awards are designed to serve two major purposes: to provide recognition of innovative and outstanding higher education programs in Maryland, and to facilitate communication about successful programs to other Maryland higher education institutions.

LEAP is a unique educational and service venture which serves communicatively impaired preschoolers while educating graduate students preparing for careers in speech-language pathology. It is the only program of its type in the Mid-Atlantic region. Based on recent federal mandates to provide children with educational support services in the least restrictive environment, LEAP offers a traditional preschool experience specifically tailored to the needs of children with speech and language disorders in the absence of other developmental conditions, an under-served population. Records of children's progress to successful kindergarten transition, and letters from families and graduate students attest to the program's success in treating these preschoolers' unique problems, and in providing an invaluable environment for graduate education.

✓ Correction

The Nov. 18 *Outlook* featured a cover article titled, "White House Applauds Diversity Initiative for Successfully Bridging Racial Divide." In all the excitement of noting this achievement for the university, we failed to give credit where credit is due. The Office of Human Relations Programs, under the direction of Gladys Brown, is responsible for coordinating the many Diversity Initiative efforts and obtaining outside grants, such as those from the Ford Foundation, which enable the university to share its secrets of success with other colleges and universities across the country.

Outlook

UNIVERSITY OF MARYLAND *Outlook* is the weekly faculty-staff newspaper serving the College Park campus community. Vice President for University Advancement **Reid Crawford**, Director of University Relations **Roland King**, Editor **Jennifer Hawes**, Assistant Editor **Londa Scott**, Letters to the editor, story suggestions and campus information are welcome. Please submit all material two weeks before the Tuesday of publication. Send material to Editor, *Outlook*, 2101 Turner Hall, College Park, MD 20742. Telephone (301) 405-4629; e-mail outlook@umdacc.umd.edu; fax (301) 314-9344. *Outlook* can be found online at www.inform.umd.edu/outlook/

Japanese Fulbrighter Travels to Maryland to Gain Service Learning Experience He can Share with Fellow Educators

When Noriaki Azuma was looking to become well-versed in the field of service learning, he set his sights a long way from his Morioka, Japan, home. He chose the University of Maryland and Professor Jerrold Greenberg as the best place, and the best person, from whom to learn.

Azuma, associate professor of health science in the department of special education at Japan's Iwate University, is a Fulbright Research Scholar, one of only 11 in Japan. He educates student teachers who teach at Japanese schools for people with mental retardation.

His stay in the United States is brief. The first six weeks were spent at Iowa University studying health education for people with mental retardation. At the University of Maryland, where he arrived six weeks ago, Azuma says, "I am studying service learning in health education because, by new law, beginning next April, every student in Japan who wants to be any kind of teacher must do seven days of service learning."

According to Azuma, when former Japanese president Kakuei Tanaka suffered a stroke and became disabled, his daughter Makiko (now a Japanese "congresswoman") took care of him. Her experience caring for her father, he says, led her to introduce service learning for a country not fully prepared to care for its elderly and others.

Despite the long tradition of multi-generations of Japanese family members living together and caring

for one another, Azuma says as more women enter the workforce and fewer couples choose to have children, there are fewer family members able to stay home and care for their elderly parents or grandparents, for example.

Azuma notes that he is the only Japanese university

professor studying service learning. His goal is to return to Japan, and Iwate University, and help educate his fellow faculty on "how to make service learning effective, constructive and fruitful," he says. He hopes to publish papers about service learning in academic journals. "Because almost all Japanese professors do not know the true meaning of service learning," says Azuma, "I have to introduce the principles, design, organization and administration of service learning to them."

As Greenberg, considered a leader in the field of service learning in health education, notes, a major component of service learning is reflection on the service. Such reflection is not currently a part of the Japanese service learning requirement. Greenberg says he included Azuma in his classes and encouraged Azuma to observe his stress management students as they participated in service learning.

Greenberg also says that he enjoyed working with Azuma, learning more about the Japanese culture. "I think I learned as much from him as he learned from me," says Greenberg.

Japanese teachers are initially targeted for service learning, says Azuma, as they are highly respected professionals in Japan. In fact, teacher means "leader of life," in his home country, says Azuma, and they are considered "sacred workers."

"The Japanese have three values," says Azuma. "These are being rich, having political power and being respected. One person does not have these values at the same time. For example, presidents of companies or movie stars are rich, but they neither have political power nor are respected. Government men have political power, but they are neither rich nor respected. Teachers are neither rich nor have political power, but they are respected."

Azuma returns to Morioka and Iwate University this week, and presents his findings to his fellow faculty on Dec. 15.



Noriaki Azuma, associate professor of health science from Japan's Iwate University, studied service learning with Jerrold Greenberg, professor of health education whose work in the field of service learning is well known.

Visiting Japanese Teachers Try Volunteer Service, American Style



Here the visiting Japanese teachers are shown engaged in some of the service learning activities in which they participated.



Throughout November, with backs aching, hearts expanding and their fluency in English increasing 22 visiting Japanese teachers immersed themselves in American volunteerism while living on the University of Maryland campus. Sponsored by the Ministry of Education, Culture and Science in Japan, the teachers are spending three months in the United States living and learning about American culture.

This year's group is pioneering a one-month Volunteer Service Program which is included in the overall three-month exchange. The Japanese Ministry of Education, in conjunction with the Virginia State Department of Education and the United States Department of Education, called on the creative intercultural capacities of the Mid-Atlantic Region Japan-in-the-Schools (MARJIS), housed in the College of Education, to organize the academic and experiential features of the volunteer program. Barbara Finkelstein, professor in the College's department of education policy, planning and administration, directs MARJIS and this pilot effort.

Having collectively donated more than 1,000 hours of labor during the month, these Japanese teachers have assisted the elderly in nursing homes, distributed food to the homeless, cleaned trails in the George Washington National Forest, pounded nails for Habitat for Humanity, and worked with impoverished children at various sites across the metropolitan

area. They have worked as a whole group, as small clusters, and one-on-one with Americans in need. In partnership with MARJIS, the University of Maryland Community Service Office, the Montgomery County Volunteer and Community Service Center and Volunteer Maryland collaborated to prepare the Japanese for the myriad of American volunteer experiences.



This Japanese teacher put in volunteer time cleaning the trails in the George Washington National Forest.

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2 December

Training & Development Seminar

9 a.m.-noon "How to Get the Job You Want," teaches various techniques to make you an outstanding candidate for the job you want. 1101U Chesapeake Bldg. Registration required. 5-5651.

Lectures

4 p.m. "The Mathematics of Making a Mess," Persi Diaconis, professor of Mathematics and Operations Research and Industrial Engineering, Cornell University. 1410 Physics Bldg. 5-5945.

Health

6-10 p.m. Learn adult CPR, plus obstructed airway removal techniques. Participants must register and pay in Room 2118 of the University Health Center. 4-8132.*

3 December

Training & Development Seminar

9 a.m.-noon "Multi-Cultural Communication," the workshop focuses on communication skills in diverse work environments and provides guidance for transcultural interactions in an interactive and participative format. Registration required. 1101U Chesapeake Bldg. 5-5651.

10 a.m. - Noon "Procurement Info Display for the WWW," is designed for employees who handle departmental purchasing. Participants learn how to use the World Wide Web to check the status of requisitions and obtain information on purchase orders and payments. Registration required. 2104 Chesapeake Bldg. 5-5651.

Lectures

Noon, MCB Fall Seminar Series: "Base Flipping by Uracil DNA Glycosylase: Getting a Grip on the Flip," Jim Stivers, Center for Advanced Research in Biotechnology. 1208 Zoo-Psych Bldg.

Noon, "Relationship Quality Among Dual Career Couples," Kristin Perrone Shea, doctoral intern. 0106-0114, Testing Room, Counseling Center, Shoemaker Bldg.

4 p.m. Astronomy Colloquium: "The Centers of the Elliptical Galaxies," Scott Tremaine, Princeton University. 2400 Computer & Space Sciences Bldg.

7 p.m. Writers Here and Now presents Glenda Adams, author of *The Tempest Of Clemenza, Longleg*, and Mark Doty, author of four books of poetry, including *My Alexandria*. Graduate Reserves Room, McKeldin Library. 5-3820.

Computer Training

1-4 p.m. "Introduction to Quattro Pro for Windows," (day 1 of 2)

Location TBA. Faculty/Staff only. 5-4261.*

Health

6-10 p.m. Learn adult CPR, plus obstructed airway removal techniques. Participants must register and pay in Room 2118 of the University Health Center. 4-8132.*

4 December

Training & Development Seminar

9 a.m.- Noon "Customer Service," explores the principles which make some departments and employees more customer friendly. Registration required. 1101U Chesapeake Bldg. 5-5651.

9 a.m. - Noon "Grammar (Dis) Agreements," focuses on subject-verb agreement issues, plus pronoun and number agreement. Registration required. 2104 Chesapeake Bldg. 5-5651.

University Theatre

9:45 a.m. "The Taming of the Shrew" by William Shakespeare, a fierce and witty battle of the sexes in one of Shakespeare's most controversial comedies. Tawes Theatre. 5-2201*

Lectures

3 p.m. Meteorology Seminar: "Monsoon Onset Explained," Winston Chao, NASA/Goddard Space Flight Center. 2400 Computer & Space Sciences Bldg.

4 p.m. UMIACS Computational Linguistics Seminar: Eric Brill, Johns Hopkins University. 2640 AV Williams Bldg. 5-6760.

5 p.m. Art History & Archaeology Fall Lecture Series: "Rediscovering the Artist in Carolingian Manuscript Painting: A Case Study and its Implications," Lawrence Nees, University of Delaware. 2309 Art/Sociology Bldg.

Health

6-10 p.m. Learn adult CPR, plus obstructed airway removal techniques. Participants must register and pay in Room 2118 of the University Health Center. 4-8132.*

University Theatre

8 p.m. "The Taming of the Shrew" by William Shakespeare, a fierce and witty battle of the sexes in one of Shakespeare's most controversial comedies. Tawes Theatre. 5-2201*

5 December

Training & Development Seminar

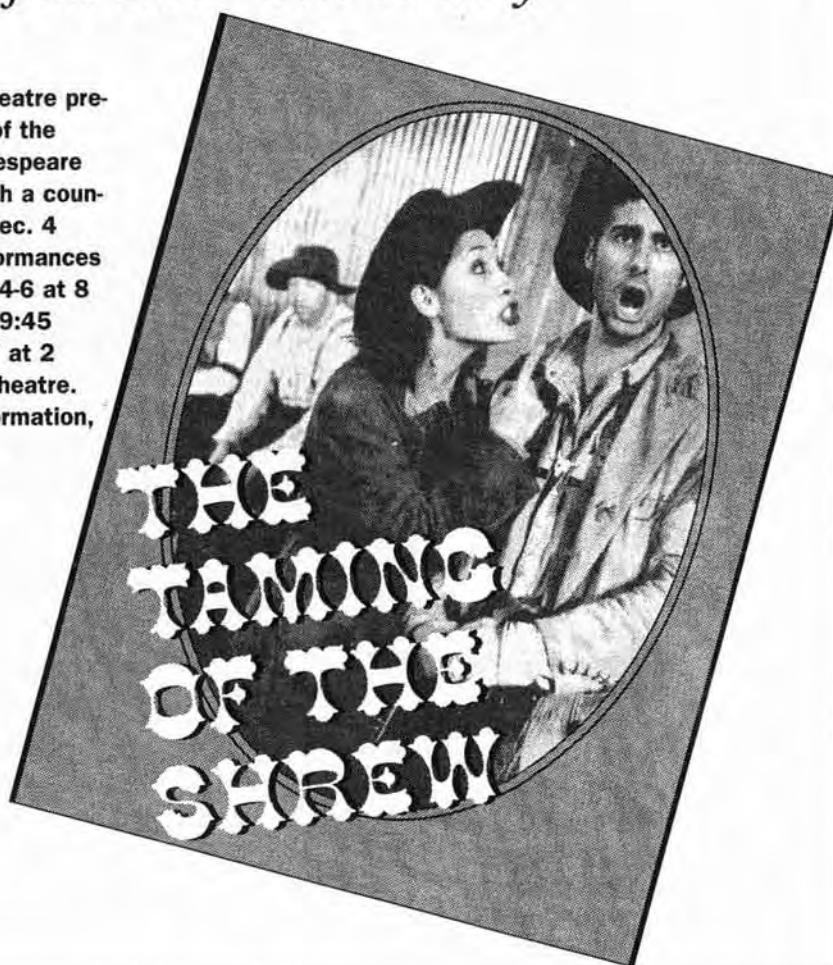
9 a.m.- Noon "Writing PRD Expectations: A Workshop for Supervisors and Employees," is a working sessions to assist supervisors, employees and work units to develop PRD performance expectations. Registration required. 2104 Chesapeake Bldg.

ARTS & ENTERTAINMENT

Taming of the Shrew Goes Country

University Theatre presents "Taming of the Shrew," a Shakespeare comedy, but with a country twist from Dec. 4 through 8. Performances take place Dec. 4-6 at 8 p.m., Dec. 4 at 9:45 a.m. and Dec. 7 at 2 p.m. in Tawes Theatre.

For more information, call 405-2201.



As Debates Go, Kennedy-Nixon Beats Lincoln-Douglas

On Tuesday, Dec. 9, The Institute for Philosophy and Public Policy 20th Anniversary Lecture Series presents "Why the Kennedy-Nixon Debates were Better Than the Lincoln-Douglas Debates (And What This Means for Understanding Citizenship)." The 7:30 p.m. lecture, in Room 1113 Van Munching Hall, is led by Michael Schudson, professor of communication and adjunct professor of sociology at the University of California-San Diego.

Schudson is the author of a number of books and numerous articles on journalism, advertising, political culture and public knowledge, including *Discovering the News*, *Advertising, the Uneasy Persuasion*, *Watergate in American Memory* and *The Power of News*. His campus lecture comes from his new book manuscript titled, "Social Transformations of American Citizenship: From Gentlemen to Partisan to Informed Citizen to the Bearer of Rights."

All university faculty and staff are invited to attend the lecture. In addition, a pre-lecture reception takes place at 6:45 p.m. in the School of Public Affairs Atrium, Van Munching Hall.

For more information, call 405-4753.

Faculty/Staff Computer Training

1-3 p.m. "Institute for Instructional Technology: Advanced Presentation Tools." 4404 Computer & Space Sciences Bldg. 5-2945.

1-4 p.m. "Introduction to Quattro Pro for Windows," (day 2 of 2) Location TBA. Faculty/Staff only. 5-4261.*

Lecture

2 p.m. First National Bank Research Seminar Series: Suleyman Basak, Wharton. 1314 Van Munching Hall. 5-2191.

University Theatre

8 p.m. "The Taming of the Shrew" by William Shakespeare, a fierce and witty battle of the sexes in one of Shakespeare's most controversial comedies. Tawes Theatre. 5-2201*

6 December

University Theatre

8 p.m. "The Taming of the Shrew" by William Shakespeare, a fierce and witty battle of the sexes in one of Shakespeare's most controversial comedies. Tawes Theatre. 5-2201*

7 December

University Theatre

2 p.m. "The Taming of the Shrew" by William Shakespeare, a fierce and witty battle of the sexes in one of Shakespeare's most controversial comedies. Tawes Theatre. 5-2201*

8 December

Lecture

Noon, "The Soul of Agriculture: A New Production Ethic for the 21st Century," Roger Blobaum, World Sustainable Agriculture Association. 0115 Symons Hall. 5-1253.

Faculty/Staff Computer Training

1-4 p.m. "Introduction to PowerPoint," (day 1 of 2) Location TBA, Computer & Space Sciences Bldg. 5-4261.*

9 December

Training & Development Seminar

9 a.m.-4:30 p.m. "Seven Habits of Highly Effective People," is the Stephen Covey holistic, integrated, principle-centered approach for solving personal and professional problems that's offered by certified Covey leadership facilitators. Registration required. Van Munching Hall. 5-5651.*

Faculty/Staff Computer Training

9 a.m.-Noon "Evaluating Websites." Location TBA, Computer & Space Sciences Bldg. 5-4261.*

1-4 p.m. "Intermediate Microsoft Excel 5.0." Location TBA, Computer & Space Sciences Bldg. 5-4261.*

Lectures

4 p.m. "Quantum Mechanics at the Macroscopic Level," Anthony Leggett, Professor of Physics, University of Illinois, Urbana-Champaign. 1410 Physics Bldg. 5-5945.

4 p.m. "Adding A Collaborative Agent to Graphical User Interfaces," Candy Sidner, Lotus. 3258 AV Williams Bldg.

7:30 p.m. "Why the Kennedy-Nixon Debates Were Better than the Lincoln-Douglas Debates and What This Means for Understanding Citizenship," Michael Schudson, University of California-San Diego. 1113 Van Munching Hall.

10 December

Training & Development Seminar

9 a.m. - Noon "Americans with Disabilities Act" updates participants on ADA and its implications for serving individuals with disabilities on the campus. Registration required. 1101U Chesapeake Bldg. 5-5651.

1-4 p.m. "PRD for Supervisors" offers additional management skills training for supervisors responsible for conducting the PRD process. Registration required. 1101U Chesapeake Bldg. 5-5651.

In the Union

10 a.m. - 5 p.m. "Art & Learning Center's Holiday Craft Fair," Grand Ballroom, Stamp Student Union. 4-7468.

Lectures

Noon, MCB Seminar Series: "A Model for Stoichiometric Packaging of the Three Genomic Segments of dsRNA," Leonard Mindich, Public Health Research Institute. 1208 Zoo-Psych Bldg. 5-8422.

4 p.m. Astronomy Colloquium: "The 3CR Radio Galaxies Revisited," Malcolm Longair, University of Cambridge. 2400 Computer & Space Sciences Bldg.

Faculty/Staff Computer Training

1-4 p.m. "Introduction to

PowerPoint," (day 2 of 2) Location TBA, Computer & Space Sciences Bldg. 5-4261.*

11 December

Training & Development Seminar

9 a.m.-4:30 p.m. "Seven Habits of Highly Effective People," is the Stephen Covey holistic, integrated, principle-centered approach for solving personal and professional problems that's offered by certified Covey leadership facilitators. Registration required. Van Munching Hall. 5-5651.*

9 a.m. - Noon "Secrets of Successful Presentations," offers techniques for conquering presentation jitters and for developing a powerful presentation design. Registration required. 1101U Chesapeake Bldg. 5-5651.

In the Union

10 a.m. - 5 p.m. "Art & Learning Center's Holiday Craft Fair," Grand Ballroom, Stamp Student Union. 4-7468.

Faculty/Staff Computer Training

1-4 p.m. "Advanced HTML, (Macintosh)" Location TBA, Computer & Space Sciences Bldg. 5-4261.*

Lecture

3 p.m. Meteorology Seminar: "SEAM: A Spectral Element Atmospheric Model," Mark Taylor, Scientific Computing Division, NCAR.

✓ CHANGE IN DATE

Guarneri String Quartet

Open Rehearsal has been changed from Dec. 3 to Tuesday, Dec. 2 at 5 PM in the Ulrich Recital Hall

The quartet will read though various selections from popular string repertoire. Admission is free.

For information call (301) 405-1150 or email to mp130@umail.umd.edu

Calendar Guide

Calendar phone numbers listed as 4-xxxx or 5-xxxx stand for the prefix 314- or 405-. Events are free and open to the public unless noted by an asterisk (*).

All calendar information for Outlook is downloaded directly from inforM's master calendar, located on the Internet at www.inform.umd.edu.

Submissions to inforM can be made by e-mail to: calendar@umail.umd.edu. To reach the inforM calendar editors by phone, call 405-0825.

Listings highlighted in color have been designated as Diversity Year events by the Diversity Initiative Committee.

Diversity: It's Your Future *December's Diversity Focus*

Dec. 3, 6:30-8 p.m., 1143 Stamp Student Union
Safer Sex for Lesbian and Bisexual Women. A workshop sponsored by the Health Center and campus Lesbian, Gay and Bisexual Association. Food will be served and all are welcome. Contact Anne Anderson-Sawyer, 314-8130 or sawyer@health.umd.edu.

Dec. 4, 7 p.m., Atrium, Stamp Student Union
Interpreting Black Life and Thought through African-American Christmas Stories and Black Women's Sermons. Guest speaker is Dr. Bettye Collier-Thomas, director of the Center for African-American History and Culture, Temple University. A book signing and reception will follow. Sponsored by the Afro-American Studies Program. Contact Val Skeeter, 405-1167 or vskeeter@bss2.umd.edu.

Dec. 4, 12:30-2 p.m., Recital Hall, Tawes Fine Arts Building
West African Drumming Ensemble. This University of Maryland student group will be performing on djembe, kora (harp-lute) and balaphone. Contact Boden Sandstrom, 405-5567 or bs111@umail.umd.edu.

Dec. 9, 3:30-5:30 p.m., Multi-

purpose Room, St. Mary's Hall
Staff Reception. All university staff are invited for refreshments, entertainment and prizes. Sponsored by the Staff Relations Committee of the Diversity Initiative. Contact Andrianna Stuart, 405-3320.

• Because of the semester break, there will be no January calendar. The diversity calendar resumes in February. Each month it will give priority to events that focus on identified issues. Those months and issues are:

February - race
March - gender
April - religion; sexual orienta-

tion
May - age; disability

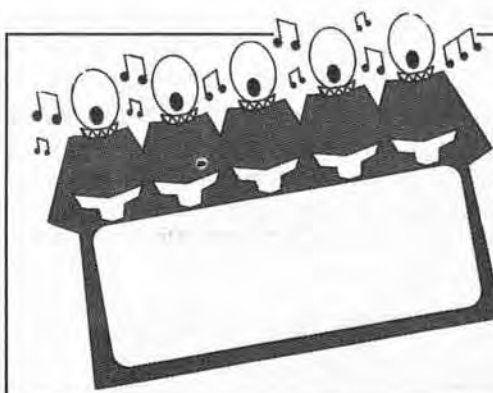
Plan your programs now!

• To place your event in February's "Focus on Diversity" calendar, e-mail information to Virginia Rodino at rodino@wam.umd.edu or call 405-2838 no later than Jan. 22.

Calendar brought to you by the Diversity Initiative Steering Committee.

Focus on Diversity FACT:

Emphasizing diversity either as a matter of institutional policy or in faculty research and teaching, as well as providing students with curricular and extracurricular opportunities to confront racial and multicultural issues, are all associated with widespread beneficial effects on a student's cognitive and affective development. This is one finding of a national, four-year longitudinal study on student outcomes conducted by Alexander Astin, director of the Higher Education Research Institute at the University of California-Los Angeles. In another study conducted with Mitchell Chang of Loyola Marymount University to determine who benefits from racial diversity in higher education and if a diverse student population enhances white students' educational experiences, the researchers found that racial diversity has a direct positive impact on the individual white student.



The Maryland Gospel Choir presents its Winter Concert, Thursday, Dec. 4, 7:30 p.m. in the Grand Ballroom of Stamp Student Union. The concert features gospel music, anthems and spirituals. Admission is free.

For more information, call 321-7758.

Handcrafted Holiday Happenings

What's a holiday season without craft fairs? The university hosts two such craft fairs this month.

• The 25th annual Holiday Craft Fair takes place Dec. 10, 11 and 12, from 10 a.m. to 5 p.m. in the Grand Ballroom of Stamp Student Union. Crafters will display items including jewelry, pottery, stained glass, toys, handmade clothing, woodcrafts and more.

• The Rossborough Inn hosts a holiday craft fair and gift bazaar on Friday, Dec. 12 from 11 a.m. to 2:30 p.m. A light lunch will be served in the Carriage House. Crafters will sell a variety of items, including Swann's Chocolate Candy, homemade salsa, sweaters, capes, decorative tiles, silver jewelry, European dolls, dripless candles and children's dolls and clothes.

The cost of the lunch and show is \$7, or \$3 for the show only. For more information, call 314-8012.



Blues Clues

How to Identify and Cope with the Holiday Blues

This is the time of year where many university employees come to the Faculty Staff Assistance Program (FSAP) to talk about their "Holiday Blues." These are symptoms that can be similar to depression, but different in the sense that they are time limited and usually go away after the holidays.

What Causes Holiday Blues?

There are many causes. Some feel that the sense of "imposed happiness" when you simply do not feel that way is a primary cause. People who are already under a tremendous amount of stress feel it even more so during the holidays. There is never enough time or money to do all of the things that you want to do. Driven by the subtle messages of a consumer society, many people scramble to create the ideal holiday and either wear themselves out or become angry and depressed when things don't turn out exactly as they hoped.

"Unrealistic expectations generated by the holidays. Advertising often portrays perfect families with no tension and plenty of money to buy all of the gifts they want. The reality often falls short for many people and yet the perception is that "I do not measure up." There is that sense that everyone is else is having fun except for me.

"Being left out of the fun is particularly true for those who do not celebrate Christmas. A Jewish friend of mine told me that she and others of her faith often feel that they are "on the outside looking in" during this time of the year and do not share in the "forced happiness" that others seem to be experiencing.

"Revisiting of old family patterns. Many people handle the stress of difficult communication patterns and

friction within their families of origin by moving away. The holidays make all of those same problems reappear. It is amazing how so many people can function as responsible adults in other aspects of their lives and yet, when they encounter their parents and siblings on holidays, they sometimes become helpless and fall apart. This, more than anything else, is what encourages so many employees to come see us in January, after the holidays are over.

Erma Bombeck said it best: "When you think about it, Christmas is the only holiday in the entire year where no one is PERMITTED to be depressed. You could die from terminal joy."

How to Overcome or Prevent the Holiday Blues

1. Realize that it is not the holidays themselves, but how you think about them that determines how you will feel about them. Take charge to control the holidays and make them the way that you want them to be, not the way that others think they should be.

2. Be realistic about gift-giving. Pick names rather than feeling that everyone needs to be shopped for. Do alternative activities rather than gift giving, e.g., caroling together, spending a weekend together, doing things that people will enjoy rather than always having to produce a tangible gift.

3. If the main cause of your holiday depression comes from the feeling that we have moved away from the true spirit of Christmas, then quit complaining and do something.

Become more spiritual and more involved in "helping" activities. We get calls every year from different departments during the holidays asking for a family to

whom they can give a special Christmas by buying presents for the kids and food for a nice dinner. Other departments have contributed money to the Emergency Loan Fund, knowing that others will benefit from their generosity.

Visit a relative who may not have expected you. Call a family member with whom you have had tension. Take advantage of the spirit of the season to "do something good" rather than feeling the pressure to "buy something good."

4. Try not to assume the responsibility for the entire household or office activities. Get others involved and don't be afraid to ask for help, rather than being the martyr by doing it all, only to be resentful and silently fuming through the rest of the holidays.

5. Rely on humor. If you can't find a way to laugh at yourself, than you are taking things way too seriously.

6. Take care of yourself. Get some rest. Build in some time to take it easy. Be open to talking with others if things aren't going exactly as you planned. Talking does help. We see it happen every day.

Above all, enjoy the holidays for the way that you want them to be and do not be pressured to rise to someone else's expectations. Have fun!

—TOM RUGGIERI, COORDINATOR, FACULTY STAFF ASSISTANCE PROGRAM

If you want to make an appointment with a Faculty Staff Assistance Program counselor, please call 314-8170 or 314-8099.

Retention in Arts and Humanities: Where is it Heading? What Has it Achieved?

Continued from page 1

course provides students with a setting with which they feel comfortable, and a person—the instructor—who will listen to their concerns.

"This freshman seminar opens up a world of higher education to students in a supportive way," says Gerry Strumpf, director of orientation, who hand-selects and oversees the training of the course's faculty. "It provides an adult link to campus."

Strauch, associate professor of German who teaches one of the five sections offered by Arts and Humanities says, "I've learned a lot about what it means for students to adjust to a new environment. It means finding your way." Strauch further notes that studies have shown "a direct correlation between those who take this course and those who are successful."

Professors who teach the Arts and Humanities sections of EDCP 108 benefit from the experience as well, says Strauch. "This course brings faculty into the advising aspect, helping students not just with academic development, but with their personal development. It helps the instructors to become aware of life in residence halls and the main concerns of first-year students." Now, she says, professors know very little of other, nonacademic concerns that students have.

Speech communications professor Andrew Wolvin, who also teaches a section of EDCP 108, says that he has received a very positive impression of this pilot program. "What has been interesting to me is working with strictly freshmen," says Wolvin. "They have been

very responsive, I've been impressed."

Students in Wolvin's section participated in "Speaking Partners," a Maryland English Institute program in which students are paired with international students for one-hour-a-week informal, social outings.

The journal entries which they are required to submit are "fascinating," says Wolvin. "They



Richard Harris



Gabriele Strauch

have gained a better appreciation of the diversity of the campus and are learning a lot about the other culture."

Wolvin, director of undergraduate studies for speech communication, says that teaching the course has made him look at the College of Arts and Humanities as a whole again. He also sees the course as a strong starting point, ripe for aiding in the expansion of the university's core culture. "We need to look at undergraduate education on campus and link it to research and graduate programs. It's a cultural thing. We need to provide many more research opportunities for undergraduates, especially hiring undergraduates as research



Andrew Wolvin

assistants. Also, with smaller classes, there would be more opportunities to engage undergraduates in the work that we, as professors and researchers, are doing."

Harris says his college is participating in other programs, including one which requires negotiating with other colleges such as Business and Behavioral and Social Sciences. Harris also is tentatively working on a citation program in which students can take a bundle of five courses in another college, and receive an emphasized education in that area.

For College of Arts and Humanities students in EDCP108, there are regular "Meet the Dean" invitations where students and administrators can meet socially. "One of my jobs," said Harris, "is to make them successful. I try to make sure all students recognize that their relationship with the college is small and intimate enough. I ask, 'Are [you] having a problem?'"

According to Strauch and Harris, the College of Arts and Humanities is moving to include retention programs for transfer and adult students, and is doing more with high school students. These potential University of Maryland students, says Harris, are brought to campus and welcomed to experience certain college classes in all disciplines.

On "Visit Maryland Days", pre-retention events, Harris tells visiting students, "The earlier you come to us and tell us what your goals are, the better. We want students to define success and to set your levels high. We want you to be successful."

—VIRGINIA RODINO

Maryland Showcases its Technology

On December 3 and 4, the University of Maryland will participate in the Third Annual Maryland Technology Showcase, the "technology event for everyone." Being held in Baltimore's Convention Center, the Showcase promises to be bigger and better than ever, with approximately 150 exhibitors. The state of Maryland partners with several businesses in Maryland to sponsor the event, including AT&T, Andersen Consulting, IBM and Lockheed Martin.

The university is excited about the possibilities of reaching new clients for its business services and attracting bright students to the university.

Among the university's business services to be highlighted at the Showcase are executive training programs; continuing education; employee recruitment; technology licensing; and technical, business, research and funding support for technologically-oriented businesses.

For the younger Showcase-goers, there are robots and the electric car to highlight the university's technological capabilities and entice them here for their education.

Free tickets to the Showcase are available by calling University Relations at 405-4621. One ticket admits two people.

Washingtonian Magazine Documents University's Growing Stature

Continued from page 1

research universities in the public sector" in a new book on American research universities.

Kirwan, the article says, "arrived in College Park fresh out of graduate school in 1964 and never left," a rare tenure at one institution for academicians who go on to college presidencies: "College presidents are rarely home-grown—they criss-cross the map on their trip up the academic ladder, while nominating committees look for outsiders with 'new vision'—but Kirwan's love for the school was unquestioned. At the press conference announcing his appointment, the only question he didn't have an answer for was 'What will your salary be?'"

The article suggests that the university's climb has been accomplished in spite of a history of underfunding, and states that, "Even though Maryland is the country's sixth-richest state, its spending on higher education ranks 33rd." Nancy Kopp, state delegate from Montgomery County and chair of the House of Delegates subcommittee on education and economic development, is quoted as saying, "The fact is, Maryland still does not fund higher education as well as it could or should."

Rubin cites the university's efforts to make "the big school smaller" as instrumental in its success in attracting increas-

ingly higher-ability students. She observes that about one-third of freshmen are "enrolled in such programs as Gemstone (a two-year-old Maryland program that focuses on technological innovation), honors humanities (a Gemstone companion focusing on humanities issues), the University Honors Program, and College Park Scholars—all attempts to give Maryland the feel of a small liberal arts college."

The article also addresses the university's importance to the area economy, and describes the area surrounding the campus as "a cross between a college town and a booming high-tech corridor." Rubin quotes the former president of Prince George's County Economic Development Corporation as saying, "It took us a while to understand how valuable the university is. All of a sudden, a few years back, you started reading about them in the papers. Or you'd hear from a company that [the university] hired this great professor or that the company had hired this many Maryland graduates." The article cites Montgomery-Prince George's Counties CEO Roundtable estimates that "in 1994 the university generated \$1.7 billion for Maryland's economy—an eightfold return on the state's investment."

The December issue of *Washingtonian* magazine went on sale last Monday, Nov. 24.

CUSS Expresses Non-Exempt Pay Concerns to Regents

The following memo was delivered to the Board of Regents Finance Committee on Nov. 20, and was sent individually to all members of the Board of Regents, institution Presidents and System Administration.

TO: University of Maryland Board of Regents-Finance Committee
FROM: Council of University System Staff

DATE: November 17, 1997

RE: Continued Concerns Regarding Nonexempt Pay Program

The Council of University System Staff has previously communicated to the Board of Regents and the Chancellor its serious concerns for the consistent systemwide application of the policies in the Pay Program for awarding merit increases, and their funding. To date, the Nonexempt Pay Program remains an unfunded mandate. Last year, the Council was told that individual institutions would be allowed to implement their own programs for awarding the "outstanding" merit step (BOR Policy VII-9.20, s. III B), because it was a "year of transition." The program's integrity was compromised when institutions were allowed to deviate significantly from the originally stated intent of the Nonexempt Pay Program. The degree of deviation that occurred in July, 1997 is illustrated as follows:

Institution	"Meets Standards"	"Outstanding" Merit	Merit Step
UMCP	yes	2.5%	merit raise*
UMB	yes	2.5%	2.5% merit raise
BSU	yes	2.5%	no merit awards
Towson	yes	2.5%	no merit awards
UMES	yes	2.5%	no merit awards
FSU	yes	2.5%	one-time merit award of 2.4%**
Coppin	yes	2.5%	2.5% merit raise
UB	yes	2.5%	no merit awards
SSU	yes	2.5%	one-time merit award
UMUC	yes	2.5%	one-time merit awards of .74%
UMBC	yes	2.5%	no merit awards
UMCES	yes	2.5%	no merit awards
UMBI	yes	2.5%	one-time merit awards of 2.32%
UMSH	yes	2.5%	2.5% merit raise

* Merit raise was added to employee's base salary.

** One-time merit award was a cash payment not tied to base salary.

Senate Bill 451 established the requirement for equal treatment of USM employees, and the intent of this requirement was to bring the two systems, BOT schools and BOR schools, into one equitable system. As can be seen from the information in the "outstanding" merit column, this has not occurred. The council therefore requests the assistance and guidance of the Board of Regents in directing the institution presidents to comply with the policies contained in the Nonexempt Pay Program in this next fiscal year and thereafter.

The PMP TAG Report of May 10, 1995 that the Chancellor approved on Sept. 8, 1995 stipulated that employees who received a rating of "outstanding" on their annual performance evaluations would receive a merit increase of up to one additional merit step of 2.5 percent, depending on the availability of funds. In other words, every employee, systemwide, who rated "outstanding" was to receive the same consideration. No other criteria were to be used. In addition, the "outstanding" merit money was to be included in base salary, and was not intended to be a one-time bonus. Every System employee should be given the opportunity to receive an "outstanding" merit step if he or she meets the systemwide criteria and truly deserves it.

The council understands that because of budget constraints, the institution presidents have had to individually identify merit money since it has not been provided by the State. While the institution presidents have considerable autonomy for the development of academic programs and facilities, it is the council's position that staff policies should be administered equitably across the System, and that a pool of outstanding merit funds should be established to recognize deserving employees regardless of the institution at which they work.

The council has previously stressed that if the Nonexempt Pay Program is going to succeed, and be accepted by System employees, there should be an acknowledgement that all employees in the University System are to be treated equitably and on an equal basis. The council therefore asks the Board of Regents to ensure the integrity of the Nonexempt Pay Program, and that the individual institutions be held accountable for carrying out the intent of the Program.

Maryland Spotlight

Toe-Tappin', Two-Steppin' Danny, the Dancing Postman

When Danny Logan is not busy delivering campus mail, he can be found practicing his favorite pastime - country line dancing. Logan, a mail carrier for the university's campus mail department, learned to country line dance four years ago at Red's Hot Country, a small Lanham restaurant currently known as Red's Texas Barbecue.

"I didn't think I'd enjoy it, but I did," says Logan. In fact, he enjoys it so much that he began teaching three years "just for fun." With each session costing \$35 per person, Logan emphasizes that he was never in it for the money. He



offered six-week session that met once a week for a hour and a half. Though he has not taught in the past year, Logan is considering offering lessons on campus. Because people tend to feel intimidated by learning to dance at bars, Logan is willing to teach in private homes.

In defining himself as "a real country

boy," Logan recalls listening to country music while growing up in Southern Maryland, working on a friend's 176-acre farm, and living in foster homes as well as on the streets.

Abused as a child, Logan does not remember much before the age of nine. At eight-years-old, Logan and his brother Don were separated from their three siblings. "Don and I always stayed together," says Logan.

It was 1976, Logan's freshman year of high school, when he and Don went to live in Greenbelt with their mother. At that time, they were also reunited with their sisters and brother who were old enough to be living on their own.

Logan's mother was a University of Maryland employee for 14 years before she died in a car crash in 1992.

"I've been working here for 14 years now," says Logan, remembering his mother fondly. "It makes me a little nervous." Logan's mother originally convinced him to seek employment at the university. Since then, he has covered the same daily campus mail route.

Logan remains hopeful for all aspects of his life in the future. And he plans to continue building on the dance experience he has acquired.

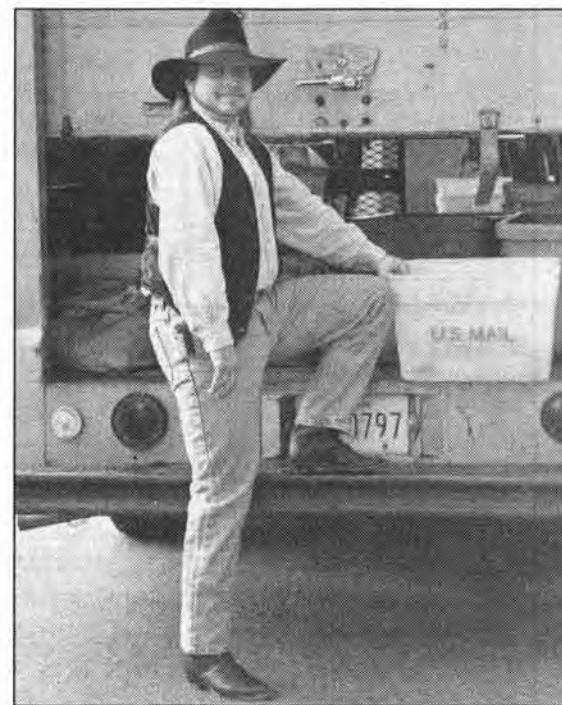
At various country festivals, Logan camps and dances regularly with many of the people he first began dancing with. In addition, Logan currently spends every other Friday evening dancing with Mike and Peggy Mader, his dancing mentors, and his girlfriend Dawn Bickford, whom he met two years ago. She saw him dancing at the

Cancun Cantina in Hanover and asked him to dance with her. Now, when they go line dancing together, they often take along Dawn's two children: 18-month-old Caitlyn and two-and-a-half-year-old Matthew. "They just love it," says Logan.

Places that Logan has performed at include Rosecroft raceway, Randy's California Inn in Laurel, the Towson Fourth of July festival and a rodeo in Upper Marlboro. In 1995, Logan competed with thousands of people in the largest country line dancing competition in the world. Logan earned 13th place in the third round of the "out-law division," reserved for those individuals who like to alter basic line dances.

Logan rarely dances "strictly vanilla"—a term used to describe dancing by the original step description. He apparently has a style that does not go unrecognized. According to Logan, people have told him that he "makes moves look easy." In fact, the world country line dancing champion, Pedro (whose last name Logan could not recall), wants to train Logan for competition.

Logan's favorite individual line dance is called the "Electric Cowboy," a four-wall dance that incorporates 80 different steps in approximately one minute. Most line dances are "four-wall" dances. This means that each time the series within the dance performed, the dancer faces four different "wall" or



Logan donned his country duds for this photo taken while he was on his mail delivery rounds.

directions and eventually ends up facing the direction from which the dance was begun.

Logan is currently choreographing a single wall line dance of his own. According to Logan, there are only two single-wall line dances currently in existence. Titled the "Linear Cowboy," Logan's dance swings to the music of Lorrie Morgan's hit country song "Back in Your Arms Again." Logan claims that when his girlfriend learns this dance, he will turn it into a couples dance. Until then, the popular "El Paso" couples dance remains at the top of Logan's list of favorites.

—KELLEY FITZGERALD

FOR YOUR INTEREST

Technology for All

"Electronic Curbscuts: a Public Access Technologies Seminar," is the topic of an upcoming event sponsored by Academic Information Technology Services. The seminar takes place Dec. 18 in room 4404 in the Computer and Space Sciences Building. Guest speakers for the event include Francine Gilman and David Poehlman from Maryland Technology Assistance Program - Governor's Office for Individuals with Disabilities. The two will provide information on accessible websites and public access workstations.

Session A takes place from 9 a.m. to noon on the topic of "Electronic Curbscuts for Web Developers." Session B takes place from 1 to 4 p.m. on the topic "Electronic Curbscuts for Computer Lab Managers."

Registration is required for each session and space is limited. For more information, contact Lida Larsen (lida_larsen@umail.umd.edu) or call 405-2936 or visit the website at www.inform.umd.edu/WebClinic.

Speaking of History

The Meyerhoff Center for Jewish Studies Lunchtime Lecture Series presents a lecture by Moshe Rosman on Dec. 4 at noon in room 0100 Marie Mount Hall.

Rosman will discuss the topic, "How to Research a Legend: A Guide to Studying the Ba'al Shem Tov and Early Hasidism." Rosman is the Lau Professor in Jewish History in Ramat Gan, Israel. He is the author of *The Lords' Jews*, a study of Eastern European Jews, based on Polish and

Ukrainian archival material. His book, *Founder of Hasidism: A Quest for the Historical Ba'al Shem Tov*, won the 1996 National Jewish Book Award.

An optional Kosher lunch for \$5 will be offered or you can bring your own lunch. For more information, call Sandi Pleasant at 301-405-4975.

Tech Talk

On Tuesday, Dec. 2, from noon to 2 p.m. the Technology Colloquium presents "ICONS Simulation, Students

as On-line Diplomats," in room 3237 Benjamin Building.

The ICONS Project is a computer-assisted simulation (with a Web interface) that involves students from across the world in the experience of role-playing diplomats from different countries negotiating about problems such as human rights and the environment. For more information, call Pat Combs at 405-3174.

Sounds of Africa

The African Instrumental Music Ensemble, directed by Diali Djimo Kouyate hosts a performance on Thursday, Dec. 4 at 12:30 p.m. in the Ulrich Recital Hall, Tawes Fine Arts Building. The ensemble will perform selections that are expressions of Mandinka, Bambara, Malinke, Soso, Baga and Wolof cultures. Throughout the presentation, Diali Kouyate will identify the songs and provide an explanation of their cultural context among African peoples.

A Warm Holiday Reception

To celebrate the holiday season, several university offices and departments are hosting receptions this month.

On Friday, Dec. 12, the University Book Center hosts a holiday open house from 2-7 p.m. in the Stamp Student Union. The store will offer a 25 percent discount on merchandise in the supplies, general books and Terrapin Shop departments.

On Dec. 12 from 3:30-6:30 p.m. Adele's in the Stamp Student Union will host an end of the semester reception for faculty and staff. The reception will feature a complimentary nacho bar, pretzels and chips, plus special prices on Starbucks Coffee. Beer and wine also will be available.

Friday, Dec. 19 at 7 p.m., marks the holiday champagne black tie dinner at The Rossborough Inn. The guest host and speaker is Terry Theise from Milton S. Kronheim Company, who is also known as "The Man with the Golden Palate."

The reception starts at 7 p.m. with hors d'oeuvres, and dinner will be served at 7:45 p.m. Reservations are required. For more information, call 314-8012.